DOCUMENT RESUME

ED 098 958 IR 001 337

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| TITLE | A Study of Academic Librarians' Salaries and Privileges. |
| INSTITUTION | New Mexico Univ., Albuquerque. Zimmerman Library. |
| PUB DATE | Nov 74 |
| NOTE | 6p. |
| EDRS PRICE | MF-$0.75 HC-$1.50 PLUS POSTAGE |
| DESCRIPTORS | *Librarians; Library Surveys; Questionnaires; *Salaries; *University Libraries |
| IDENTIFIERS | Library Directors |

ABSTRACT

In order to acquire information for use by the University of New Mexico General Library Faculty Salary Committee, a questionnaire was sent to eleven university library directors in nearby states. Nine responded. Results of the study showed that in most universities librarians have faculty status, but are on 11 month contracts. Degrees, experience, and rank are the major influences on salaries, with raises based on cost of living and merit. Beginning salaries for 1974-75 ranged from $8,640 to $10,340, average salaries from $11,704 to $14,557, and highest salaries (excluding directors) from $14,340 to $28,525. A copy of the questionnaire is attached. (Author/LS)

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# A STUDY OF ACADEMIC LIBRARIANS' SALARIES AND PRIVILEGES

The primary purpose of this study was to acquire information for use by the University of New Mexico General Library Faculty Salary Committee. The questionnaire (see attached) was sent to eleven university library directors in the regional proximity of the University of New Mexico, Albuquerque.

Responses were received from the following institutions:

| | University | Approximate Enrollment |
|---|---|---|
| 1. | University of Arizona, Tuscon | 27,000 |
| 2. | University of Colorado, Boulder | 33,000 |
| 3. | Kansas State University, Manhattan | 14,000 |
| 4. | University of Nebraska, Lincoln | 22,000 |
| 5. | University of Oklahoma, Norman | 16,000 |
| 6. | Oklahoma State University, Stillwater | 17,000 |
| 7. | University of Texas, El Paso | 11,000 |
| 8. | Texas Tech University, Lubbock | 22,000 |
| 9. | University of Utah, Salt Lake City | 20,000 |

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November 1974

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Eight respondees indicated that their librarians have "faculty status" but only one of these eight considered their status equal in every way including terms of contract and salary to teaching faculty. Seven of the eight institutions that have faculty status have faculty tenure and five of them have academic rank. Two of the nine say they have salaries equivalent to the faculty. All but one have sabbatical leaves. One respondee stated that sabbatical leaves were restricted for librarians because of staff and budget limitations. Librarians in all eight institutions have access to research funds. Other privileges which they share with other faculty are fringe benefits and membership in AAUP and similar organizations.

The greatest discrepancy was in contract terms. While most faculty are on nine month contracts, librarians' terms were 11-12 months except for one school. The latter has the same term for all faculty members, librarians included; several indicated that they are working to equalize the terms.

None of the institutions claim to use a salary scale or any other written document to determine salaries.

The directors were asked how they arrived at various salaries. All nine said academic degrees and experience as a professional librarian were important. Only four said related experience--school teaching, military career and such--had any part. Rank influenced salaries in two-thirds of the institutions.

The survey shows that cost of living and merit are the elements carrying most weight in determining annual salary increases. The part that evaluations play varied more than any other element. Five respondees said evaluations play a major part in annual salary increases while two said they play a minor part. One institution has no evaluation and one indicated that evaluations are used for determining merit raises only.

One question on the survey was "Are annual salary increases stated in terms of dollar amounts or percentages?" The responses show that most institutions state raises in dollar amounts. Some use both, i.e. percent for cost of living and dollar amount for merit raise. (See Chart I.)

The following comments were made in response to the question about determining beginning salaries:

"factors include comparison of both national and regional competitive salaries and the total dollars available for the academic salary budget"
"previous experience"
"experience, degrees, and job level"
"comparison with current salary structure; funds available"
"essentially by adding the authorized 'cost of living' increase to the previous years beginning salary"
"based upon degrees and experience"
"comparable institutions, ARL libraries faculty salaries. We are

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making every effort to increase our base. We have gone from $8,000 to $9,000 in two years."
"market"
"credentials; experience"

The institutions were queried as to criteria used for determining salaries for non MLS degree persons. These responses were given:

"experience and education"
"negotiation, evaluation, implementation i.e. I do it."
"job description matched to Haye System, experience, background"
"We have no persons of this nature employed."
"A University-wide personnel system would define any such positions within the overall University structure and would provide a salary range and beginning salary."
"category not included in our organization"
"performance and difficulty of job"
"previous experience, qualifications for position, rank of position in organizational structure"
"competitive salaries in related professional field plus evaluation of the individual's responsibilities in comparison to the total organizational salary structure"

Other comments were solicited and the following were given:

"Our University Senate has an Ad Hoc Committee on Salary Goals and Achievement. They are actively working on recommendations to raise salaries to the median level of the AAUP category 1 institutions as projected for 1975-76, as well as to establish an overall salary policy with a salary step system. The policy and system are planned to correct salary disparaties between colleges and within colleges."
"We are proceeding, at a slow pace, in attempts to equalize library faculty salaries with teaching faculty salaries. We have revised our criteria for promotion, retention, and tenure twice in the last three years."
"My personal feeling is that we must first prove we are faculty by doing some of the things required of teaching faculty (publishing, presenting papers at professional meetings, etc.) In the future I hope we can reorganize to provide released time to accomplish this. It will take time."
"Our salary situation is fraught with negotiations, heavily influenced by legislature. I try to keep salaries parallel to the rest of the faculty and keep in touch with the market."
"We are proposing faculty status and will probably have a rank system with salary schedule to be implemented next year."

## Summary

Most librarians in areas surrounding New Mexico have faculty status. The one privilege they generally dont't have, but are striving to get, is a nine month contract instead of an eleven month. This is a

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necessity if librarians are to achieve the scholarship and research levels expected of them as members of university faculties.

Academic degrees, experience as a librarian, and rank tend to be major influences on salaries. Raises are typically based on cost of living and merit.

Annual raises are more likely to be stated in dollar amounts rather than in percentages. Raises based on specific amounts tend to help those in lower brackets.

Beginning salaries for 1974-1975 ranged from $8,640 to $10,340; average salaries from $11,704 to $14,557; and highest salaries from $14,340 to $28,525.

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CHART 1

The following chart shows the 1974-1975 salaries ranked from lowest average salary to highest average salary:

| University | Beginning | Average | Lowest | Median | Highest* |
|---|---|---|---|---|---|
| Oklahoma State | $8,460 | $11,704 | $8,460 | $11,680 | $18,600 |
| Texas, El Paso | $9,823 | $11,728 | $9,823 | $11,130 | $14,340 |
| Kansas State | $9,180 | $11,800 | $9,180 | $11,300 | $16,440 |
| Oklahoma | $8,500 | $11,906 | $8,500 | $9,500 | $23,625 |
| Texas Tech | $10,340 | $12,175 | $10,340 | $11,845 | $18,612 |
| Utah | $9,000 | $12,560 | $9,500 | $11,000 | $23,750 |
| Nebraska, Lincoln | $8,600 | $12,982 | $8,600 | $11,326 | $26,500 |
| Arizona | $9,300 | $13,371 | $9,639 | $12,876 | $24,624 |
| Colorado | $8,500 | $14,557 | $10,000 | $13,245 | $28,525 |

*director's salary excluded

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# SURVEY OF ACADEMIC LIBRARIANS' SALARIES

_____ 1. Do librarians in your institution have full faculty status?

2. Please indicate which faculty privileges librarians share:
   _____ a. tenure
   _____ b. academic rank
   _____ c. equal salaries
   _____ d. sabbatical leave
   _____ e. access to research funds
   _____ f. other _____

_____ 3. Is term of contract same for librarians and faculty? If not, please indicate.
   _____ a. term for faculty
   _____ b. term for librarians
   Comment (if any)_____

_____ 4. Do you have a salary scale and/or other written document used to determine salaries? (If so, would you please attach a copy of each?)

5. If you have no written documents, please indicate which of the following influence salaries?
   _____ a. degrees
   _____ b. experience as a professional librarian
   _____ c. non-professional librarian experience (school teaching, military career, etc.)
   _____ d. rank  Other: _____
   _____ e. tenure

6. Specifically, what is/are the basis/bases for annual salary increases?
   _____ a. cost of living
   _____ b. merit
   _____ c. set percentage
   _____ d. set amount
   _____ e. other (please state)_____

7. What part do evaluations play in salary increases?_____

_____ 8. Are annual salary increases stated in terms of dollar amounts or percentages?

_____ 9. What was your beginning salary for 1974-75?

_____ 10. What is your director's salary for 1974-75?

11. Excluding your director's salary, please give the following excluding any fringe benefits which are not optional. (Please enclose list if possible.)

   _____ a. average salary
   _____ b. lowest salary
   _____ c. median salary
   _____ d. high salary (excluding director)

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12. How do you determine beginning salaries?

_____

13. What criteria do you use for determining salaries for non MLS degree persons? (Subject specialists, business manager, etc.)

_____

_____

14. Other comments(i.e. further explanations, plans for the future, probable changes etc.)

Signed _____

Position _____

Have you attached a copy of your salary scale and related documents?

Many thanks for your help.

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